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United Nations common system

Draft resolution submitted by the Chairman following informal consultations

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for the year 2001[1] and the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the Commission,[2]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument to secure staff of the highest standards of efficiency, competence and integrity for the international civil service, as stipulated under the Charter of the United Nations,

Reaffirming the statute of the Commission and the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Takes note of the report of the International Civil Service Commission for the year 2001,[1]

[1] *Official Records of the General Assembly, Fifty-sixth Session, Supplement No. 30* (A/56/30).
[2] A/56/485.

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I. Conditions of service applicable to both categories of staff

A
Standards of conduct for the international civil service

Recalling its resolutions 52/252 of 8 September 1998, 54/238 of 23 December 1999 and 55/223 of 23 December 2000,

Welcomes the standards of conduct as set out in annex II to the report of the Commission,[1]

B
Introduction of the euro

1. *Approves* the recommendation of the Commission that:

(a) As of 1 January 2002, the euro should be used as the official currency for those emoluments which are currently set in the national currencies of the twelve euro-zone countries, and that the national currency amounts would be converted by applying the respective fixed conversion rates and then rounded up or down to the nearest euro;

(b) The converted values of the education grant for nine currency areas, and of the children's and secondary dependant's allowances for nine locations, will change over to the euro as of 1 January 2002, as reflected in annexes I and II to the present resolution;

2. *Invites* organizations to officially convert into euros, where applicable, their respective General Service salary scales and allowances as of 1 January 2002, on the basis of the approach referred to in paragraph 1 (a) above;

II. Conditions of service of staff in the Professional and higher categories

A
Evolution of the margin

Recalling section I.B of its resolution 52/216 of 22 December 1997 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

Recalling also section IX, paragraph 3, of its resolution 46/191 A of 20 December 1991, in which it requested the Commission to include in its work programme a review of the differences between the United Nations and the United States net remuneration at individual grade levels,

1. *Notes* that the margin between the net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service for 2001 is 111.0, as reflected in annex III to the present resolution;

2. *Also notes* that the United Nations/United States remuneration ratios range from 117.1 at the P-2 level to 104.4 at the D-2 level, and considers that this imbalance should be addressed in the context of the overall margin considerations established by the General Assembly;

B

Base/floor salary scale

Recalling section I.H of its resolution 44/198 of 21 December 1989, by which it established a floor net salary level for staff in the Professional and highest categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (United States federal civil service),

1. *Notes* the increasing number of duty stations where the post adjustment classification is equal or close to zero, and requests the Commission to review the methodology to ensure that purchasing power equivalence is appropriately reflected;

2. *Approves*, with effect from 1 March 2002, as recommended by the Commission, the revised base scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex IV to the present resolution;

III. Strengthening of the international civil service

Having considered the note by the Secretary-General on the review of the International Civil Service Commission[3] and the report of the Secretary-General on strengthening the international civil service[4]

Requests the Secretary-General, in close consultation with the Chairman of the International Civil Service Commission, to present a timetable for the implementation of the review of the strengthening of the international civil service at the main part of the fifty-seventh session of the General Assembly.

[3] A/54/483.
[4] A/55/526.

Annex I

Education grant amounts for euro-zone currency areas as of 1 January 2002

(In euros)

Country	*Maximum admissible educational expenses and maximum grant for disabled children*	*Maximum education grant*	*Normal flat rate when boarding not provided*	*Additional flat rate when boarding (at designated duty stations)*
Austria	12 159	9 119	3 170	4 755
Belgium	12 898	9 673	2 929	4 394
Finland	9 082	6 812	2 229	3 343
France	9 330	6 997	2 500	3 751
Germany	15 736	11 802	3 592	5 389
Ireland	9 997	7 498	2 404	3 606
Italy	12 289	9 217	2 558	3 838
Netherlands	13 085	9 814	3 170	4 755
Spain	9 452	7 089	2 456	3 684

Annex II

Children's and secondary dependant's allowance amounts for euro-zone currency areas as of 1 January 2002

(In euros)

Country	*Children's allowance*	*Secondary dependant's allowance*
Austria	2 298	849
Belgium	1 947	623
France	1 730	574
French Guyana	1 730	574
Germany	2 321	832
Ireland	1 627	533
Luxembourg	1 947	623
Monaco	1 730	574
The Netherlands	2 271	773

Annex III

Comparison of average net remuneration of United Nations officials in the Professional and higher categories in New York and United States officials in Washington, D.C., by equivalent grades (margin for calendar year 2001)

Grade	*Net remuneration (United States dollars)*		*United Nations/ United States ratio (United States, Washington, D.C. = 100)*	*United Nations/ United States ratio adjusted for cost-of-living differential*	*Weights for calculation of overall ratio*[c]
	United Nations[a,b]	*United States*			
D-2	130 560	108 975	119.8	104.4	3.7
D-1	121 881	101 797	119.7	104.3	9.9
P-5	112 001	89 924	124.6	108.5	26.8
P-4	97 243	75 896	128.1	111.6	32.0
P-3	81 742	61 551	132.8	115.7	21.8
P-2	67 416	50 170	134.4	117.1	5.6
P-1	50 821	38 355	132.5	115.4	0.2
Weighted average ratio before adjustment for New York/ Washington, D.C., cost-of-living differential				127.4	
New York/Washington, D.C., cost-of-living ratio				114.8	
Weighted average ratio, adjusted for cost-of-living difference				111.0	

[a] Average United Nations salary at dependency level by grade reflecting two months at multiplier 48.4 (on the basis of the salary scale effective through 28 February 2001), eight months at multiplier 41.2 and two months at multiplier 46.4 (on the basis of the salary scale in effect from 1 March 2001).

[b] For the calculation of the average United Nations salaries, CCAQ Personnel Statistics as of 31 December 1999 were used.

[c] These weights correspond to United Nations common system staff in grades P-1 to D-2 inclusive, serving at headquarters and established offices as at 31 December 1999.

Annex IV

Salary scale for the Professional and higher categories, showing annual gross salaries and net equivalents after application of staff assessment[a] effective 1 March 2002

(United States dollars)

	Steps														
Level	*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
USG gross	**174 137**														
Net D	118 165														
Net S	106 342														
ASG gross	**158 353**														
Net D	108 379														
Net S	98 141														
D-2 gross	**129 834**	**132 689**	**135 540**	**138 392**	**141 245**	**144 097**									
Net D	90 697	92 467	94 235	96 003	97 772	99 540									
Net S	83 322	84 805	86 286	87 768	89 250	90 733									
D-1 gross	**114 784**	**117 226**	**119 669**	**122 106**	**124 550**	**126 994**	**129 437**	**131 877**	**134 319**						
Net D	81 366	82 880	84 395	85 906	87 421	88 936	90 451	91 964	93 478						
Net S	75 209	76 539	77 868	79 195	80 526	81 845	83 115	84 384	85 652						
P-5 gross	**101 084**	**103 294**	**105 505**	**107 715**	**109 924**	**112 132**	**114 344**	**116 553**	**118 761**	**120 974**	**123 185**	**125 392**	**127 602**		
Net D	72 872	74 242	75 613	76 983	78 353	79 722	81 093	82 463	83 832	85 204	86 575	87 943	89 313		
Net S	67 698	68 955	70 159	71 362	72 565	73 767	74 970	76 173	77 376	78 579	79 781	80 983	82 162		
P-4 gross	**83 255**	**85 283**	**87 306**	**89 329**	**91 442**	**93 597**	**95 752**	**97 906**	**100 065**	**102 216**	**104 371**	**106 529**	**108 682**	**110 837**	**112 994**
Net D	61 548	62 887	64 222	65 557	66 894	68 230	69 566	70 902	72 240	73 574	74 910	76 284	77 583	78 919	80 256
Net S	57 316	58 546	59 770	60 994	62 220	63 443	64 669	65 894	67 118	68 342	69 540	70 717	71 888	73 062	74 235
P-3 gross	**68 306**	**70 208**	**72 112**	**74 011**	**75 915**	**77 815**	**79 715**	**81 620**	**83 523**	**85 423**	**87 326**	**89 226**	**91 202**	**93 226**	**95 250**
Net D	51 682	52 937	54 194	55 447	56 704	57 958	59 212	60 469	61 725	62 979	64 235	65 489	66 745	68 000	69 255
Net S	48 242	49 396	50 553	51 706	52 862	54 015	55 169	56 324	57 477	58 632	59 782	60 933	62 083	63 233	64 384
P-2 gross	**55 346**	**56 907**	**58 465**	**60 027**	**61 729**	**63 429**	**65 130**	**66 829**	**68 532**	**70 233**	**71 932**	**73 636**			
Net D	42 849	43 973	45 095	46 218	47 341	48 463	49 586	50 707	51 831	52 954	54 075	55 200			
Net S	40 191	41 210	42 226	43 244	44 260	45 279	46 313	47 344	48 379	49 412	50 444	51 479			

Level	Steps														
	I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
P-1 gross	**42 944**	**44 444**	**45 942**	**47 442**	**48 939**	**50 438**	**51 938**	**53 436**	**54 932**	**56 432**					
Net D	33 920	35 000	36 078	37 158	38 236	39 315	40 395	41 474	42 551	43 631					
Net S	31 997	32 992	33 986	34 980	35 974	36 967	37 962	38 944	39 921	40 899					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

[a] This scale will be implemented in conjunction with a consolidation of 3.87 per cent of post adjustment. There will be consequential adjustments in post adjustment indices and multipliers at all duty stations effective 1 March 2002. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movement of the consolidated post adjustment indices.